

# Fields of Illusion

## Equality and Diversity Policy

### Aims

Fields of Illusion is open to anyone who wants to participate in a live action roleplay event and we aim to provide a friendly atmosphere. In particular, we aim to treat every person who wishes to attend, or does attend, our events equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

### Code of Practice

Fields of Illusion provides events for all those who wish to be a member of our organisation. We will take any action deemed appropriate and necessary in order to make sure that our events are open and welcoming to everyone who is entitled to become a member.

We aim to make our meetings and events accessible to people with disabilities, such as providing agenda's and minutes in a larger font when necessary. Due to the nature of our business it is difficult to accommodate those who are physically disabled, however where feasible and reasonable we will strive to do so.

All committee members will have the Equality and Diversity Policy explained to them, and will undertake to comply with and implement this policy.

Members who have experienced discrimination can make complaints to any committee member, who are available during events.

### Code of Conduct

We expect all persons to be treated with dignity and respect, regardless of race, nationality, gender, sexual orientation, gender reassignment, disability and/or age.

At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g.: sexist or racist jokes, or terminology which is derogatory to someone with a disability.

No one will be harassed, abused or intimidated on the ground of his or her race, nationality, gender, sexual orientation, gender reassignment, disability or age. Incidents of harassment will be taken seriously.

Due to the nature of our business, it is possible that some confusion could occur as to whether a comment is made in character or out of character. Therefore we expect all players to avoid terminology that could be confused, and not to refer to any real world religions or races (with the exception of humans as a whole).

## Dealing with Complaints

The management committee will take complaints of discrimination and harassment seriously and they will investigate them thoroughly, and provide opportunities for the person making the complaint to speak in a safe environment about their experience. The committee will also hear the view point of anyone that that complaint is made against before coming to any decisions.

The committee will decide the action to take based on the principle of ensuring the continued inclusion and safety of any member who has experienced discrimination or harassment. Any decision to terminate someone's membership will be made in line with the rules set out in the constitution.

